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ABSTRACT

THIS STUDY HAD FOUR OBJECTIVES: (1) TO DETERMINE THE RELATIONSHIP BETWEEN MIGRATION, OCCUPATIONAL AND EDUCATIONAL ASPIRATIONS; (2) TO DETERMINE DIFFERENCES IN CAREER PATTERNS BETWEEN MALES AND FEMALES, FARM AND NONFARM RESIDENTS; (3) TO DETERMINE THE RELATIONSHIPS BETWEEN SOCIAL AND PERSONAL CHARACTERISTICS AND OCCUPATIONAL AND EDUCATIONAL ATTAINMENTS; AND (4) TO DETERMINE THE RELATIONSHIPS BETWEEN MIGRATION AND SOCIAL AND PERSONAL CHARACTERISTICS. DATA WAS OBTAINED IN 1948, FOR 157 GRADUATING SENIORS FROM NINE RURAL HIGH SCHOOLS; FROM A FOLLOW-UP STUDY OF 152 OF THE SAME RESPONDENTS IN 1956, AND A SECOND FOLLOW-UP DONE OF 143 OF THE SAME POPULATION IN 1967. DATA WAS GATHERED BY PERSONAL INTERVIEW AND QUESTIONNAIRE. RESULTS INDICATED THE FOLLOWING: (1) MORE FEMALES THAN MALES MIGRATED FROM HOME COMMUNITIES, (2) MALES HAD A HIGHER DEGREE OF CONGRUENCY BETWEEN OCCUPATIONAL ASPIRATIONS AND ATTAINMENTS THAN FEMALES, AND (3) OCCUPATIONAL ATTAINMENTS WERE RELATED TO SOCIOECONOMIC BACKGROUND, PARENTS' EDUCATION, MIGRATION, AND EDUCATIONAL ASPIRATIONS AND ATTAINMENTS. (EK)

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CAREER DECISION-MAKING PROCESSES OF IOWA YOUNG ADULTS

Dean R. Yoesting
George M. Beal
Joe M. Bohlen

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Iowa State University of Science and Technology

Ames, Iowa
50010

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CAREER DECISION-MAKING PROCESSES OF IOWA YOUNG ADULTS

I. Introduction

There has been an increasing amount of attention on the part of social scientists and public leaders concerning the educational and occupational orientations of youth. With the far-reaching changes in United States agriculture and the effects these changes are having on rural people, it is important to understand the factors which enter into the career decision making of youth.

Each year thousands of youth complete their formal education and enter the labor market. With the changing rural scene, higher levels of economic opportunities in nonfarm areas, and the increasing participation of rural youth in advanced education, has come a high degree of out-migration from rural areas. These changes have produced the expected rural to urban migration from most rural areas of the United States.

As youth approach graduation from high school, they are faced with important career decisions. They are confronted with numerous alternatives from which they must choose. These choices will play a very important role in determining the future course of their lives. For most practical purposes, the career decision-making process is irreversible.

Several alternatives available to youth completing public education have immediate relevance. They must decide whether to continue their education beyond high school, complete their military obligation, or enter the labor market. If they decide to enter the labor market, the decision is usually permanent in the case of most males in that they will continue to be employed in the labor market, and temporary in the case of most females in that they will probably marry and become full-time housewives. In addition to this decision, these youth must answer many other questions. What kinds of occupations would be the most interesting and rewarding? What kinds of occupations are available? Which occupations are reasonable career alternatives, given personal circumstances and capabilities? Would more education be necessary to enable the achievement of the desired career alternative? Is it possible to obtain additional education? Will leaving the home community and family increase the chances of career success?

These decisions, which probably start to take place early in a youth's life, are of great importance to an individual, but also should be of concern to society as a whole; because one of the great problems of modern complex societies is to develop and arrange the distribution of its human resources to fulfill the occupational demands of society.

Our society places strong emphasis on freedom of choice, but it must make available the information, the opportunities and the rewards necessary to enable wise decisions on the part of the individual. If these factors are made available, then the choice made by an individual should allow him to make maximum use of his talents and provide him with the personal satisfaction he desires.

It is fairly well accepted that an open society, as it theoretically exists in the United States, enables an individual to get ahead if he so desires. Nevertheless, it also is known that there are certain social, economic and personal situations and factors which influence one's desire to select certain alternatives and then to achieve that choice. With a greater understanding of these variables, it may be possible to improve the chances of making the free choice system operate better for youth than it has in the past. This may be at least partially achieved by enabling the youth to understand the changing labor market structure and by providing counselors more knowledge in directing young people toward needed careers in modern society.

A. The Problem

A large amount of research has been conducted in recent years concerning the occupational and educational aspirations of youth, and the volume continues to grow.(25,26,32) Many of these studies have evolved from the assumption that aspirations of youth are a crucial or, at least, a highly important determinant of subsequent educational and occupational attainments.(9) These studies have been concerned with the aspirations of high school students in regard to the education and occupation they desire, but few studies have actually analyzed the relationship between aspirations and the amount of education and the types of occupations attained.(3)

There is a legitimate reason for the lack of longitudinal studies to measure the educational and occupational attainment of these youth. Such projects require extended lengths of time between studies to enable an accurate observation of the occupational patterns. The major problem occurs, however, because the occupational and educational structure of the society is constantly changing, and these studies would only enable inferences as to the decision-making process now in existence.

A needed area of research is to determine the factors, capable of measurement at the time students are ready to graduate from high school, which are related to attainment. If these variables can be isolated, then more significant variables can be used in predicting the relationship between educational and occupational aspirations and attainments.

The longitudinal nature of this study eliminates the problems of recall on the part of respondents over extended periods of time. It also allows the determination of more precise factors that may better predict the potential of goal attainment. In general, most researchers assume that aspirations are related to attainment. Therefore, it is necessary to determine what relationships exist and also what factors can best predict behavior in terms of goal attainments.

B. Review of Literature

1. Aspirations versus attainments. Few studies have been reported that deal directly with the nature and extent of the relationship between educational and occupational aspirations and later attainment in adult life. Not only are few studies available but even fewer are available based on a longitudinal analysis.

Of the limited studies reported, three were completed more than 20 years ago and have many serious limitations.(2,31,44) These studies have limited utility in attempting to provide information in deriving hypotheses except to note that there was weak or no support for a relationship between occupational aspirations and later occupational attainment.

A more recent study was reported in 1954 by Porter(30) and was specifically designed to determine the relationship between occupational expectations and attainment. The author found that 79 percent of the graduating seniors followed the plans they had expected to follow while seniors. The study was conducted with a six months interval between interview dates. This is a major limitation of the study because it is difficult to substantiate any concrete relationship between aspirations and attainment with a study design of such short duration.

By using longitudinal data, Haller(17) found partial support for Lipset's(28) hypothesis that the level of occupational achievement was positively correlated with the level of educational and occupational aspirations. He found a zero order correlation of +.46 between the level of occupational attainment and level of occupational aspiration. From these findings of a seven-year restudy of 431 males, Haller concluded that the levels of occupational attainments in adult life are substantially influenced by levels of occupational aspirations in youth.(16)

Sewell, Haller and Portes recently completed a seven-year restudy of a sample of Wisconsin high school seniors concerning the educational and occupational attainments of a random subsample of the original sample.(18,38) In this study, the authors found a

zero order correlation of +.38 between educational aspirations and occupational attainments, +.61 between educational aspirations and educational attainment, and +.70 between educational aspirations and occupational aspirations. Between occupational aspirations and occupational attainment a correlation of +.43 was found, and a correlation of +.53 was found between occupational aspirations and educational attainment.

The authors concluded that substantial confirmation to the prediction of a strong positive link between educational aspirations and educational attainments and between occupational aspirations and occupational attainments is evident. They did hasten to stress that "though aspirational variables were the main determinants of attainment, they were not the only ones."(38,pp. 32-33) In addition, educational attainments appeared to have the greatest single effect on occupational attainment.

Another relevant study was reported by Kuvlesky and Bealer(24) using a sample of 1001 high school sophomore males interviewed in 1947 concerning their occupational aspirations and reinterviewed in 1957 concerning their occupational attainments. The authors found that an occupation in the professional category was the most aspired to occupation, followed closely by farming and skilled work. After a ten-year period, they found that 23 percent of the young men attained the occupation goal aspired to in 1947, but the percentage who attained their occupational goal varied by occupation categories. With a word of caution, they indicated that aspirations of rural youth did not seem to be a good predictive device for long-range occupational attainment.(24) Had the sample been interviewed while seniors, the relationship might have been stronger.

Kohout and Rothney,(23) reporting the results of a ten-year longitudinal study of 321 Wisconsin high school senior males, found that approximately 14 percent of the respondents were employed in the occupational category which they had specified ten years earlier. In a five-year study of these same respondents the authors reported slightly higher rates of congruence between aspirations and attainments than existed after ten years, especially for those aspiring to professions and farming.

Since each of these researchers used a different type of analysis, it is difficult to compare the various studies directly. As a consequence of the various study designs, the authors interpreted their results differently. Sewell and Haller indicated that aspirations had an influence on attainments in adult life, but their correlations, even though statistically significant, were not extremely high. Kuvlesky and Bealer, and Kohout and Rothney on the other hand, stated that their studies did not give strong support to the hypothesis that occupational aspirations were a good predictor of occupational attainments.

2. Factors related to migration performance. Previous studies have indicated that migrants from rural areas differ from nonmigrants in a number of important characteristics. In discussing the factors related to migration of rural youth to urban centers, Bowles (8) indicated that migrants differ from nonmigrants as to age, sex, color, marital status, education, income and employment. She also indicated that the aspirations held by rural youths lead to dissatisfaction with rural areas and thus caused a high degree of migration from rural areas.

Taves(42) indicated that one of the most thoroughly established demographic principles is that rural-urban migration selects persons on the threshold of adult life, and selects females in somewhat greater numbers than males. Specifically, the greatest amount of out-migration occurs between the ages of 16 and 25 with females having a higher rate than males. After age 27, the mobility rate for males exceeds that of females until age 55, when the rates for the sexes merge.(1,29,35) Farm residents are the least mobile of all residential groups, and the difference between farm and other residential categories increases with age.

In considering the place of residence orientation, researchers found that a larger proportion of females than males aspired to move away from their home communities. A greater proportion of farm females than nonfarm females planned to migrate, but no difference existed between rural nonfarm and farm males.(12,35,50) Kuvlesky found that a significantly greater proportion of white females than white males desired residence in urban areas. Among Negroes, a greater proportion of females than males desired an urban residence but the difference was not statistically significant.(27)

Past research has indicated that females tend to migrate greater distances than males. Allen, et. al., (1) indicated that males were more likely than females to be classified as stay-at-homes. The females tended to be more mobile, with a large proportion migrating from their home community but still residing within their home county. Persons with nonfarm backgrounds tended to leave the county more frequently than farm residents. Taves and Coller, on the other hand, found that the distance of migration was not related to residential background.

In a series of Indiana studies, high educational attainments, high social status and a greater amount of knowledge concerning available jobs were found to be related to migration.(11,15,33) It would appear that high school seniors who had high socio-economic backgrounds, frequently discussed their future plans with their

parents, and had aspirations to pursue additional education beyond high school, would be more likely to migrate from their home communities.

There seems to be a general relationship between spatial mobility and the types of occupations entered but no conclusive evidence is available. The authors of an Iowa study concluded that the lowest levels of occupational achievement were observed among farm-to-urban males, urban non-migrants were next and urban-migrant males had the highest levels of occupational achievement.(10) Though much of the variation was associated with educational differences, the differences between migration types still remained. In a Des Moines study, when age and educational levels were controlled, differences in occupational attainment by migration categories of farm-urban, urban-urban, and urban non-migrants became nonsignificant.(5)

Other studies support the generalization that, on the average, rural migrants to the city are less successful than urban-reared persons in achieving higher occupational status. These include Beers and Heflin,(6) Freedman and Freedman,(14) and Shannon.(40) Lipset indicated that the smaller the community of orientation, the more likely the individual was to have spent a considerable portion of his work career in manual occupations. The distinction does not occur between the classic rural and urban delineation, but between rural and urban to 250,000 population versus urban population over 250,000.(28)

In considering the relationship between migration and occupational aspirations, Taves and Coller found that there was a greater tendency for rural males aspiring to professional than to blue-collar occupations to migrate.(42) However, Schwarzweller found no significant differences between rural migrants and rural non-migrants and occupational aspirations of the respondents.(34)

3. Factors related to occupational and educational attainment. Present occupational decision-making theory is derived mainly from studies of occupational aspirations. Since there is a moderate relationship between occupational aspiration levels and occupational attainment levels, it is assumed that variables related to aspirations are related to attainment.

Many factors seem to be related to occupational choices. The sex of the individual is an important characteristic in influencing occupational aspirations. The opportunities ascribed to different sexes, what is expected of the different sexes and the socialization influences are reflected in different patterns of occupational aspirations. Compared with females, a significantly greater proportion of males choose higher status occupations.(34) There is inconclusive evidence concerning the relationship between sex and educational plans.

It has been found that residence is related to occupational and educational aspirations.(1,9) Rural youth generally have lower levels of aspirations than rural nonfarm and urban youth. Farm males who remain at home are more likely to be employed in farming or blue-collar occupations.

Past research findings indicated that males planning to farm had fewer plans to continue their education beyond high school than males not planning to farm. If these males ever decide to discontinue farming and enter a nonfarm occupation, their chances of attaining a high status occupation would be limited because of their poor educational backgrounds. Because they fail to see the educational requirements for success in the nonfarm occupational world as relevant to themselves, they tend to isolate themselves from information concerning other types of occupational alternatives, know less about the occupational world, and are enrolled in fewer non-agricultural courses, than males not planning to farm.(9,16,18) In addition, males who have farm backgrounds but have no plans to farm tend to have lower educational and occupational aspirations than rural nonfarm and urban youth.

Educational and occupational aspiration levels of youth are highly related to the social status background of their parents. Youths from higher status families more frequently plan to attend college and aspire to higher status occupations.(13,35,41,49)

Parents' educational aspirations for their children are highly related to the plans youth have for themselves. In addition, the frequency of discussion of future plans with parents has generally been related to the occupational and educational aspirations.(13,41) Therefore, parents are extremely important reference groups for high school seniors.

C. Objectives

In the study reported in this report the researchers sought to accomplish five objectives:

1. To determine the relationship between migration, occupational and educational aspirations of high school seniors and their attainment in adult life.

2. To determine the differences in career patterns that exist between males and females.

3. To determine the differences in career patterns between farm and nonfarm residents.

4. To determine the relationships between social and personal characteristics of young adults and their occupational and educational attainments.

5. To determine the relationships between migration performance and social and personal characteristics of the young adults.

Data from this investigation should be useful to counselors as well as to researchers interested in occupational and educational aspirations of youth.

II. METHODS

The data for this study have been gathered at three points of time. The benchmark data were obtained in 1948 from graduating high school senior males and females from the eight rural high schools in Hamilton County, Iowa, and from Story City High School in adjoining Story County. Story County not only adjoins Hamilton County but also is similar in regard to ethnic and other cultural factors.

Hamilton County and the northwest portion of Story County are located in the North Central grain area of Iowa. The area is one of the richest agricultural counties in the Midwest with most of the economy based on the production of livestock and corn. The county is basically rural; the largest city being Webster City with a 1950 population of 7,611 and a 1960 population of 8,520. Hamilton County was one of the typical cornbelt counties selected by the U.S.D.A., Bureau of Agricultural Economics, Division of Farm Population.(22)

The nine high schools studied were located in towns of from 100 to 1,800 population. The largest high school had 130 students enrolled and the smallest high school had an enrollment of 53 students. There were 157 respondents in the first study.

The data for the benchmark study were obtained by having each senior class assemble as a group with each student completing his own questionnaire. The same interviewer visited all schools and acted as proctor in explaining the mechanics of the questionnaire. He read each question in order, allowing the student to complete that question before the next question was read. Data concerning background characteristics, intentions to migrate, job experiences, occupational and educational aspirations, parent-child relationships and respondents' attitudes toward farming were gathered and analyzed. A check of these same respondents was made one year later with the school administration to determine the actual migration patterns of the respondents.

A major follow-up of the benchmark study was completed in 1956. With this time span, it was felt that the respondents could achieve an occupation choice and geographic location of a more permanent nature. For this phase of the study, data were gathered by personal interview (87%) where possible; however, a special modification of the interview schedule was prepared for mailing (13%) when personal interviews were impossible. No statistically significant differences were found between those who answered personal interviews and mailed questionnaires.

Data in the 1956 study included migration performance, occupational and educational histories and achievements, attitudes toward farming, and perceptions of goal attainment as expressed in 1948. Of the 157 who were included in the first study, 152 completed schedules in the 1956 study.

The second major follow-up study of the same respondents was completed in the spring of 1967. It was assumed that most of the respondents had completed their training beyond high school and their military service had been completed for all those not planning a military career. It also was assumed that the respondents' occupations and places of residence would be of a more permanent nature.

Data for this phase were gathered by mailed questionnaire, except for approximately 20 schedules completed by personal interview. Data obtained included occupational and educational attainments, migration performance, family characteristics, occupational and educational aspirations for their children, perceptions of Iowa's Area Vocational School programs, and perceptions of aspirations indicated in 1948. There were 143 completed schedules in the 1967 study; these being the ones utilized in the data analysis.

The data were coded and analyzed for a preliminary report(48) and a series of articles.(7,19,45,46,47) The preliminary report presented frequency distributions for migration, occupational and educational variables. This report was mailed to all respondents. The articles written have analyzed: (1) variables related to 1956 migration performance; (2) variables related to congruency between 1948 occupational aspirations and 1956 attainments; (3) variables related to 1967 migration performance and migration congruency; (4) variables related to congruency between 1948 occupational aspirations and 1967 occupational attainments; and (5) socio-demographic characteristics as related to parental occupational aspirations for their children. One Masters of Science thesis has been completed(43) and another is in process.(4) Statistics used included chi-square, differences of means, analysis of variance and product moment correlations. Some of these data are presented in the results section of this report.

III. RESULTS

A. Migration Expectations and Performances

One of the major objectives of this longitudinal study was to determine the migration patterns of individuals. According to the census figures of 1960, Iowa was undergoing a population redistribution. In general, rural areas throughout Iowa have been and are subject to high out-migration.

The aggregate data of migration expectations and performances over the past 19 years indicate a general trend of increasing numbers of persons migrating from their home communities after graduation. The greatest number of respondents migrated within one year of graduation from high school with a considerable number migrating from and returning to their home communities.

In observing the 1948 migration intentions, 36 percent were undecided concerning migration from their home communities, 51 percent intended to migrate and 13 percent planned to remain in their home communities. (See Table 1.) Considerable differences existed between the males and females concerning migration intentions. Greater proportions of the females than males expected to migrate and larger proportions of males were undecided concerning migration expectations.

Table 1

Migration Expectations, 1948

	Males		Females		Total	
	No.	%	No.	%	No.	%
Leave	20	32.8	53	64.6	73	51.0
Stay	13	21.3	5	6.1	18	12.6
Undecided	28	45.9	24	29.3	52	36.4
Total	61	100.0	82	100.0	143	100.0

In 1949, data showed that approximately one-half of the males and four-fifths of the females had actually left their home communities, while over half of the males and one-fifth of the females remained. (See Table 2.)

Table 2

Migration Performance, 1949

	Males		Females		Total	
	No.	%	No.	%	No.	%
Leave	28	45.9	66	80.5	94	65.7
Stay	33	54.1	16	19.5	49	34.3
Total	61	100.0	82	100.0	143	100.0

The 1956 data indicated that 62 percent of the respondents were residing outside their home communities. (See Table 3.) This was a slight decrease from the percentage of respondents living away from home in 1949. The same proportion of males resided in their home communities in both 1949 and 1956, thus a number of female respondents migrated from their home communities soon after graduation but they had returned by the time of the 1956 study. This change is partially accounted for by females who went to work and returned when they married men from the local area.

Table 3

Migration Performance, 1956

	Males		Females		Total	
	No.	%	No.	%	No.	%
Leave	28	45.9	61	74.4	89	62.2
Stay	33	54.1	21	25.6	54	37.8
Total	61	100.0	82	100.0	143	100.0

By 1967, a considerably larger percentage of respondents had migrated from their home communities. (See Table 4.) Data indicated that 75 percent of the respondents resided in communities other than the ones in which they lived while seniors in high school. This included 62 percent of the males and 84 percent of the females. This large number residing outside their home communities stresses the desire of respondents to pursue opportunities elsewhere.

Table 4

Migration Performance, 1967

	Males		Females		Total	
	No.	%	No.	%	No.	%
Leave	38	62.3	69	84.1	107	74.8
Stay	23	37.7	13	15.9	36	25.2
Total	61	100.0	82	100.0	143	100.0

In comparing 1948 migration intentions and 1967 migration performance, 40 percent of those undecided in 1948 were residing in their home communities in 1967, while nearly 60 percent had migrated. (See Table 5.) Of the males who were undecided, 50 percent left and 50 percent remained in their home communities. Among the females, 71 percent of those who were undecided migrated and 29 percent resided within their home communities. Over 50 percent of the total sample expected to leave their home communities upon graduation, and nearly 90 percent of these achieved their goal. Of those expecting to remain in their home communities, less than 40 percent remained.

Table 5

1948 Migration Intentions by 1967 Migration Performances

1948 Migration Intentions	1967 Migration Actions: Stay		Leave		Total	
	No.	%	No.	%	No.	%
Leave	8	11.0	65	89.0	73	51.0
Stay	7	38.9	11	61.1	18	12.6
Undecided	21	40.4	31	59.6	52	36.4
Total	36	25.2	107	74.8	143	100.0

Since researchers attempt to determine which individuals will remain in or migrate from their home communities from data gathered prior to migration, an attempt was made to determine which variables are related to actual migration performance. It was hypothesized

that in 1967, more females than males would have migrated from their home communities and that more graduates with nonfarm backgrounds would have migrated than those with farm backgrounds. Data in Table 6 indicate migration performance by sex and residential background.

Table 6

1967 Migration Performances by Sex and 1948 Residential Background

1948 Residence and Sex	1967 Migration Performance: Stay No.	Stay %	Leave No.	Leave %	Total No.	Total %
Farm	25	29.1	61	70.9	86	60.1
Male	17	45.9	20	54.1	37	43.0
Female	8	16.3	41	83.7	49	57.0
Non-farm	11	19.3	46	80.7	57	39.9
Male	6	25.0	18	75.0	24	42.1
Female	5	15.2	28	84.8	33	57.9
Total	36	25.2	107	74.8	143	100.0

Chi-square tests indicated no statistically significant relationship between 1948 residential background and migration performance. A relationship at the .01 level of statistical significance was found between migration performance and sex. A greater proportion of females (84percent) than males (62 percent) migrated from their parental home.

It was hypothesized that socio-economic background is directly related to migration performance.(37) Chi-square tests indicated no statistically significant relationship between high and low socio-economic scores and migration performance.

Another characteristic hypothesized to be related to migration performance was the frequency of discussion of future plans with parents. It was hypothesized that seniors who frequently discussed their plans with their parents would be more likely to migrate than those who infrequently discuss future plans. Chi-square tests revealed a statistically significant relationship at the .10 level of significance between the degree of discussion with parents and actual migration. The relationship was in the hypothesized direction.

The college aspirations of high school seniors have extensively been used as independent variables in studies of migration expectations and occupational aspirations. It was hypothesized that those who had college aspirations would be more likely to migrate than those with no college aspirations. Data strongly support this hypothesis. The relationship between college aspirations and migration performance was significant at the .01 level of significance, thus rejecting the null hypothesis of no relationship.

The type of occupation in which the respondent was employed in 1965 was hypothesized to be related to migration performance. Chi-square tests indicated a significant relationship at the .001 level between migration performance and whether the males were employed in white-collar, blue-collar or farming occupations. Those males who left their home communities were more likely to be found in white-collar occupations, while those who remained were more likely to be farming. No meaningful relationship could be determined for the females because 60 percent were not employed in the labor force in 1967.

Data from this study support previous research that migration from rural areas takes place soon after graduation and at a faster rate for females than for males. Among the female respondents, over 50 percent migrated within one year of graduation, approximately 33 percent migrated between 1950 and 1957, and the remaining 16 percent were living in their home communities at the time of the 1967 study. All females who migrated from and presently reside outside their home communities migrated prior to 1958.

The males presented a much different trend. Approximately 25 percent of the males migrated within one year of graduation, another 30 percent migrated between 1950 and 1957, and approximately 8 percent migrated between 1958 and 1967.

In observing the 1967 geographic distribution of respondents, 38 percent of the males and only 16 percent of the females resided in the communities in which they lived when they were seniors in high school. (See Table 7.) Data indicated that 36 percent of the females and 57 percent of the males resided in their home counties, while 72 percent of the females and 84 percent of the males resided in Iowa. These data indicate that approximately 23 percent of the respondents resided outside Iowa. A much larger proportion of the females than males have migrated from their home communities, and they also have migrated greater distances from home than the boys.

Table 7

1967 Residence of 1948 High School Graduates

1967 Residence	Female No.	Female %	Male No.	Male %	Total No.	Total %
Home community	13	15.9	23	37.7	36	25.1
Home county	17	20.6	12	19.7	29	20.3
Contiguous county	16	19.5	6	9.8	22	15.4
Other counties in Iowa	13	15.9	10	16.4	23	16.4
Contiguous states	9	11.0	3	4.9	12	8.4
Other states	14	17.1	7	11.5	21	14.7
Total	82	57.3	61	42.7	143	100.0

In comparing the 1956 data with the 1967 data, fewer persons were residing in their home communities at the later date, a change of from one-third to one-fourth of the respondents. Only slightly more persons resided outside Iowa in 1967 than resided outside in 1956. Over time, the respondents established a more permanent residence than had existed immediately after high school graduation.

In analyzing the community of residence of the respondents in 1967, 38 percent of the males and 26 percent of the females resided on farms. (See Table 8.) In contrast, 26 percent of the males and 33 percent of the females resided in cities larger than 10,000 population. The data lends support to previous research.

Table 8

1967 Community of Residence

	Males		Females		Total	
	No.	%	No.	%	No.	%
Farm	23	37.8	21	25.6	44	30.7
Open-country, but not farm	3	4.9	4	4.9	7	4.9
Village under 2500	16	26.2	18	22.0	34	23.8
Town 2500-10,000	3	4.9	12	14.6	15	10.5
City over 10,000	16	26.2	27	32.9	43	30.1
Total	61	100.0	82	100.0	143	100.0

B. Occupational Aspirations and Attainments Analysis

1. Variables utilized in correlational analysis. In this study the dependent variable, level of occupational aspirations (X_1), was operationalized with data obtained in 1948 by assigning North-Hatt prestige scores(20) to the occupation given as first choice that the respondents would best like to achieve when they completed their education.

Level of occupational attainment (X_2) was measured by assigning North-Hatt prestige scores to the occupation held by the male and single female respondents and the husbands of the married females in 1967. This also was a dependent variable.

Level of educational aspirations (X_3) is a trichotomous variable corresponding to the respondent's indication in 1948 of planning to continue education(1), not planning to continue education(2), or undecided concerning educational plans(3).

Level of educational attainment (X_4) was measured with data from 1967 by dividing the sample into those with a college degree(3), those who attended college but did not receive a degree(2), and those who obtained no additional education beyond high school(1).

Migration expectations (X_5) were measured in 1948 by dividing the sample into categories of those who expected to migrate from their home communities(1), those who expected to reside in their home communities(2) and those who were undecided concerning migration intentions(3).

Migration performance (X_6) was measured with data obtained in 1967 by categorizing the respondents into those who were residing in their home communities at the time of the data collection(2) and those residing outside their home communities at the time of data collection(1).

Residential background (X_7) is a dichotomous variable corresponding to the 1948 indication of a farm(1) or nonfarm residence(2).

Frequency of discussion of future plans with parents (X_8) was measured by data collected in 1948. Respondents indicated frequent discussion(1), infrequent discussion(2) and no discussion(3).

Fathers' education (X_9) and mothers' education (X_{10}) were measured by the actual years of education indicated by respondents in 1948.

Fathers' occupation (X_{11}) was measured by classifying occupation indicated by respondents in 1948. The occupational categories corresponded to census classifications (professional occupations, 1 to laborer, 11).

Socio-economic status background (X_{12}) of the respondents was measured by the utilization of Sewell's short form scale of socio-economic status. The scores ranged from 61-85, with the high score equal to high socio-economic status. The data were gathered in 1948.

Work outside of high school (X_{13}) was determined in 1948 by respondents indicating whether(1) or not(2) they had summer or weekend employment while in high school.

2. Correlational analysis. Table 9 shows the correlations attained between the independent variables and the 1948 occupational aspirations of the respondents. (See Table 9.) Only three of the variables indicated a statistically significant difference at the .05 level with occupational aspirations scores. These included educational attainment, educational aspirations, and mothers' education. Even though these variables were statistically significant, the amount of variance explained was quite low. Except for mothers' education, none of the environmental factors indicated significant relationships to occupational aspirations.

Table 9

Single Variable Relationship: Independent Variable Relationship to Occupational Aspirations

Variable Name	Occupational Aspirations* r	r^2
X_3 Educational Aspirations	-.244***	.060
X_4 Educational Attainments	.356**	.127
X_5 Migration Expectations	-.149	.022
X_6 Migration Performance	.170	.029
X_7 Residential Background	-.166	.026
X_8 Discussion with Parents	-.065	.004
X_9 Fathers' Educations	.047	.002
X_{10} Mothers' Educations	.213**	.045
X_{11} Fathers' Occupations	-.140	.020
X_{12} Socio-economic Background	.143	.020
X_{13} Work Outside High School	-.014	.000

* N = 123 excludes no datas
** = .05 level of significance
*** = .01 level of significance

In observing the correlational analysis between the independent variables and occupational attainment, more significant and stronger relationships were found than existed between independent variables and occupational aspirations. (See Table 10.) Variables found to be related to occupational attainments at the .05 level of significance included migration performance, and at the .01 level of significance were educational aspirations, educational attainment, occupational aspirations, fathers' educations, mothers' educations and socio-economic background.

Table 10

Single Variable Relationship: Independent Variable Relationship to Occupational Attainments

Variable Name	Occupational Attainments* r	r^2
X_2 Occupational Aspirations	.340***	.116
X_3 Educational Aspirations	-.230***	.053
X_4 Educational Attainments	.518***	.268
X_5 Migration Expectations	-.134	.018
X_6 Migration Performance	.189**	.036
X_7 Residential Background	-.050	.003
X_8 Discussion with Parents	-.019	.000
X_9 Fathers' Educations	.273***	.075
X_{10} Mothers' Educations	.263***	.069
X_{11} Fathers' Occupations	-.068	.005
X_{12} Socio-economic Background	.258***	.067
X_{13} Work Outside High School	-.014	.000

*N = 139 excludes no datas
** = .05 level of significance
*** = .01 level of significance

An important implication can be made from a comparison of these two tables. Keeping in mind that the occupational attainment scores included the husband's occupation in case of married females, we can infer that the attainment of occupations is more highly related to socio-economic background (environmental) variables of the parental families than are the occupational goals (aspirations) these youth hope to achieve. Previous research has indicated that aspirations of youth generally are much higher than is possible to attain and the youth therefore end up being employed in lower status occupations. Data from this longitudinal study strongly support these findings.

3. Occupational aspirations in 1948. In analyzing the 1948 occupational aspirations by sex and residential background, with the exception of farm males, respondents aspired more frequently to occupations in the professional occupational category than those in any other category. (See Tables 11 and 12.) Approximately 38 percent of the entire sample aspired to professional occupations; 25 percent of the males and 48 percent of the females aspired to occupations in this category.

Table 11

Percentage Distribution of Occupational Aspirations in 1948 and Occupation Attained in 1967 for Male Respondents

Occupational Category	Aspirations-1948 Farm (37)	Nonfarm (24)	Total (61)	Attainments-1967 Farm (37)	Nonfarm (24)	Total (61)
	%	%	%	%	%	%
Professionals	16	38	25	14	46	26
Farmers	57	0	34	51	0	31
Managers	0	0	0	8	17	12
Sales	0	0	0	11	4	8
Craftsmen	8	21	13	5	17	10
Operatives	3	0	2	3	4	3
Service workers	0	0	0	0	8	3
Laborers	0	4	2	0	0	0
Military service	0	0	0	3	0	2
No data	16	37	24	5	4	5
Total	100	100	100	100	100	100

Among the farm males, 57 percent aspired to farming as an occupation, 16 percent aspired to professional occupations, and 8 percent had a craftsmen occupation as a goal. Approximately 17 percent indicated no occupational preference.

For the nonfarm males, 38 percent aspired to professional occupations, 21 percent to craftsmen and 4 percent to laborers category. No nonfarm males aspired to farming as an occupation. Thirty-eight percent were undecided concerning desired occupational goal.

Table 12

Percentage Distribution of Occupational Aspirations in 1948 and Occupation Attained in 1967 for Female Respondents

Occupational Category	Aspirations-1948 Farm (37)	Nonfarm (24)	Total (61)	Attainments-1967 Farm (37)	Nonfarm (24)	Total (61)
	%	%	%	%	%	%
Professional	49	46	47	14	9	12
Managers	0	0	0	6	0	4
Clerical	35	30	33	10	15	12
Sales	0	0	0	4	6	5
Operatives	0	0	0	0	3	1
Service workers	4	12	7	4	3	4
Laborers	0	0	0	8	0	5
Housewives	6	0	4	54	64	57
No Data	6	12	9	0	0	0
Total	100	100	100	100	100	100

The occupational aspirations of the farm and nonfarm females showed great similarities. Professional occupations were the most aspired to (48 percent), while 33 percent aspired to clerical occupations, 7 percent to service occupations and 4 percent to housewives. Approximately 10 percent gave no indication of occupational aspirations.

The proportion of the high school seniors aspiring to professional occupations was more than six times greater than the proportion

of their fathers holding professional occupations. Only 3 percent of the fathers of males and 9 percent of the fathers of females held professional occupations in 1948.

4. Occupational attainments. In 1967 the occupation of each respondent was determined and classified into the same categories used for occupational aspirations. The data indicated that approximately the same proportion of males attained professional, farm and craftsmen occupations as there were in each of the aspired occupational categories. Though none of the males aspired to be managers, salesmen or service workers, a number were employed in such occupations. (See Table 11.) This does not indicate that all males achieved their desired occupation. On the contrary, approximately 39 percent of the male respondents achieved an occupation in the same occupational category as that to which they had aspired.

Among the females, a much different situation exists. (See Table 12.) Even though 47 percent of the females aspired to professional occupations, only 12 percent were employed in occupations in this category in 1967. Approximately three times as many females aspired to clerical occupations as achieved these occupations. Obviously, marriage was an intervening variable in limiting the number of females presently employed in any type of occupation. Approximately 60 percent were full-time housewives and thus not employed in the labor force. These data substantiate the fact that many females view their entrance into the labor force as a temporary situation. In 1967, only 17 percent of the females held the occupation they aspired to in 1948.

5. Occupational congruency. There have been a number of variables that have been related to the occupational choices of rural youth.(9) These variables can be grouped into three major categories: 1) the social situation in which the respondents found themselves while in high school, 2) the reference groups to which students were oriented, and 3) the characteristics of the respondents. The assumption was made that since these factors have been found to be related to occupational aspirations, they should be related to the agreement (congruency) between occupational aspirations and attainments.

Factors used to measure the social situation of the respondents included residential background of the respondents, socio-economic status background and the educational backgrounds of the mothers and fathers. Chi-square tests (population divided by sex) between each of these variables and the degree of congruency yielded no statistical significances for all variables, except for females fathers' education. A statistically significant relationship at the .001 level was found; those females whose fathers had high educational attainment were more congruent than those whose fathers had low levels of educational attainment.

The measure of the reference group category included the respondents' frequent or infrequent discussion of future plans with parents. No significant relationship was found between occupational congruency and frequency of discussion for males or females.

One characteristic of the respondents indicated that, for females, statistically significant differences at the .05 level were found between college attendance and the degree of congruency. No differences were found for males.

There was a statistically significant difference at the .001 level between the degree of congruency and the sex of the respondents. A much greater proportion of males than females achieved their occupational aspirations. However, the large number of females not employed in an occupation (housewives) should be kept in mind.

6. Parents occupational aspirations for their children. Parents appear to play an important role in influencing their children, but few studies have analyzed the factors related with the parents' occupational aspirations for the child. Analysis of the data indicated that the respondents sex, residential background and parents' occupational attainments were not related to the North-Hatt prestige scores of the occupations parents aspired for their oldest child. Significant relationships at the .05 level were found between parents' occupational aspirations for their children and the educational attainment of the parents, and parents' aspirations for their children and the migration performance of the parents.

C. Post High School Education

1. Educational aspirations. In 1948 all respondents were asked to indicate the amount of education they hoped to achieve. (See Table 13.) At that time, 31 percent of the males and 37 percent of the females indicated plans to further their educations. Thirty-one percent of the males and 33 percent of the females had no intentions to continue their educations, and 38 percent of the males and 31 percent of the females were undecided concerning their educational goals.

Table 13

Intended to go to College, 1948

	Males		Females		Total	
	No.	%	No.	%	No.	%
Yes	19	31.1	30	36.6	49	34.3
No	19	31.1	27	32.9	46	32.2
Undecided	23	37.8	25	30.5	48	33.5
Total	61	100.0	82	100.0	143	100.0

Chi-square tests were performed on a series of independent variables to determine their relationship to educational aspirations. The amount of education aspired to by respondents was trichotomized into those who planned to continue their education, those who had no plans to continue their education and those who were undecided concerning educational plans. The independent variables utilized include sex, residential background, socio-economic status background, discussion of future plans with parents, fathers' education, and mothers' education.

Chi-square tests revealed no statistically significant differences between college aspirations and the sex of the respondent, or between college aspirations and the residential background. Statistically significant differences at the .05 level were found between educational aspirations and the socio-economic background and the education of the respondents' mothers. Those with high socio-economic background and mothers with high educational attainment (12 years of school or more) were more likely to aspire to additional education beyond high school.

Statistically significant differences at the .01 level were found between educational aspirations and fathers' education and aspirations and the discussion of future plans with parents. Respondents whose fathers had nine or more years of education were more likely to aspire to a college education than those fathers with eight or less years of education. Those respondents who aspired to additional education were more likely to have frequently discussed their future plans with parents than those with no educational plans or those who were undecided concerning additional education.

2. Educational attainment. In 1967 the respondents were asked to indicate their post high school education. (See Table 14.) This education included all forms, such as college or university, beauty school, business school, nurses training and junior college. Fifty-one percent of the females and 33 percent of the males had some type of advanced education beyond high school.

Table 14

Post High School Education, 1967

	Males		Females		Total	
	No.	%	No.	%	No.	%
Yes	20	32.8	42	51.2	62	43.4
No	41	67.2	40	48.8	81	56.6
Total	61	100.0	82	100.0	143	100.0

In comparing the 1948 educational aspirations with 1967 attainments, 59 percent of the males and 56 percent of the females were congruent with aspirations; i.e., they either aspired to additional education and attained it, or they planned no additional training and received no additional education.

What kind of education did the respondents receive? Data in Table 15 indicate the type of educational institutions attended. All 20 males who obtained additional education attended a college or university, while half of the females attended a college or university and the other half attended a junior college, business school or received nurses training.

Table 15

Type of Advanced Education Pursued by Respondents

	Males		Females		Total	
	No.	%	No.	%	No.	%
College or university	18	29.5	19	23.2	37	25.9
Junior college	0	0.0	11	13.4	11	7.7
Business school	0	0.0	7	8.5	7	4.9
Nurses training	0	0.0	3	3.7	3	2.1
Both junior college and college or university	2	3.3	2	2.4	4	2.8
No advanced education	41	67.2	40	48.8	81	56.6
Total	61	100.0	82	100.0	143	100.0

Table 16 shows the strong relationship between intentions to continue an education and ultimately receiving a college degree. Of those who received a degree, 86 percent had intended to continue

Table 16

College Intentions in 1948 by Educational Attainment in 1967

	Educational Attainment							
College Intentions in 1948	High School Only		Some College		College Degree		Total	
	No.	%	No.	%	No.	%	No.	%
Yes	6	7.4	17	53.1	25	86.3	48	33.8
No	39	48.2	4	12.5	3	10.3	46	32.4
Undecided	36	44.4	11	34.4	1	3.4	48	33.8
Total	81	57.0	32	22.6	29	20.4	142	100.0

their educations and of those who obtained some training, 53 percent had plans to continue their education beyond high school. Those who were undecided concerning intentions, generally had no additional education and only one undecided individual of those actually received a college degree.

The brain drain from our rural communities is very evident from data in this study. The county, though supported by an excellent agricultural base, is basically rural, with relatively few nonagricultural occupations available. Data in Table 17 indicate whether the 1967 community of residence was the same as the 1948 residence by educational category. Thirty-one of the 36 respondents who reside in their home communities in 1967 have only a high school education. Of the 61 who obtained at least some additional education beyond high school, only 5 resided in their home communities.

Table 17

Migration Performance by Educational Attainment

1967 Migration Performance	Educational Attainment: High School Only		Some College		College Degree		Total	
	No.	%	No.	%	No.	%	No.	%
Stay	31	38.3	3	9.4	2	6.9	36	25.4
Leave	50	61.7	29	90.6	27	93.1	106	74.6
Total	81	57.0	32	22.6	29	20.4	142	100.0

What factors appear to be related to educational attainment? Chi-square tests were performed between 1967 educational attainment and a series of independent variables. No statistically significant relationships were found between educational attainment and the frequency of discussion about future plans with parents or 1948 residential background.

Chi-square tests revealed statistically significant relationships at the .05 level between educational attainment and socio-economic background, and at the .01 level for fathers' and mothers' educational background. The sex of the respondent also was related to educational attainment at the .01 level of statistical significance.

3. Iowa Area Vocational Schools. A series of questions were asked in the 1967 study pertaining to the awareness of and reaction of the respondents toward the Iowa Area Vocational School Program. Approximately one-fourth of the respondents were not Iowa residents and did not respond to the questions. Of the 109 Iowa residents who responded to the questions, 74 percent indicated that they had heard of the area vocational schools. Of those who were aware of the educational system, 80 percent first became aware of it through mass media and 90 percent had seen articles concerning the area vocational schools in their newspapers. Approximately half of those who were aware of the area schools had personally talked to someone about the schools.

When those who were aware of the program were asked how they felt about the area vocational school programs, 74 percent approved, 4 percent disapproved, and 22 percent were undecided about their feelings. Only 38 percent indicated that their friends approved of the program, 56 percent did not know what their friends felt concerning area vocational schools and 6 percent indicated their friends disapproved.

Few of the respondents were aware of specific vocational courses that were available to adults. Only 23 percent indicated specific courses available, while 77 percent could not indicate specific courses. One-third of the respondents did indicate though, that they would consider attending an area vocational school to upgrade their present skill level or to seek a new job.

A hypothetical situation was developed to determine the respondents' advice to a recent high school graduate "who neither expresses an interest nor has demonstrated the scholastic ability to attend a four-year college". Nearly 60 percent of the respondents indicated that the boy should attend a state supported vocational technical school and 30 percent indicated he should get involved in an apprentice program for a skilled job.

When a similar hypothetical situation was developed for the girls, nearly 82 percent said they would recommend a state vocational-technical school for first preference and 11 percent indicated a private vocational-technical school. When a second preference was indicated the private vocational school was overhwelmingly selected for the girls.

IV. DISCUSSION

An analysis of the data collected in this study indicates that aspirations indicated by respondents, whether migration, occupational

or educational, play an important role in the attainment of these goals. Of those who made a decision concerning migration, a very high degree of congruency was achieved, especially those who planned to migrate. Of those who were undecided, a much more difficult task is presented in attempting to predict the migration performance.

The findings indicate that certain occupations have more predictive power than others, and the degree of congruency for males is much greater than for females. The occupations aspired to by the females are viewed as a temporary entry into the labor force until marriage. Marriage therefore appears to be an intervening variable limiting the number of females pursuing any type of occupations. As compared to the review of literature discussed in this report, the correlation between aspirations and attainments is slightly lower than indicated by previous research, while the percentage of respondents who indicated congruency is considerably higher than has been found previously. The length of time between interviews may have an influence on the increased level of consistency.

The correlation between educational aspirations and attainments was the highest among aspirations to attainments variables. The data indicated that aspirations to continue education was highly related to attainment of a college degree. A greater proportion of males than females received college degrees; among males, a much greater proportion with nonfarm backgrounds than farm backgrounds received degrees. Among females the reverse was true. A much greater proportion of farm females than nonfarm females received degrees. The data strongly support previous research that farm males have much lower levels of educational aspirations and attainments than any other sex-residence categories.

Considerable support for hypotheses for migration performance was evident. Background variables including sex, frequency of discussion with parents and college aspirations were related to migration performance. The 1967 occupations of the males in the sample and the educational attainment of all respondents also was related to migration performance, but the socio-economic background and residence background indicated no relationship. Because of the lack of occupational opportunities available within their home communities most respondents, regardless of their socio-economic or residential background must seek opportunities elsewhere.

The variables related to migration performance were in the expected direction. Those with college aspirations must leave their home community to achieve their goal and in only a few cases did those who attained additional education return home. A larger proportion of males than females remained in the home communities and over half of these remained to farm. In many cases the females remained because their husbands were farming in the local community.

The correlational analysis of relationships between the dependent variables of occupational aspirations and attainments and the independent variables yielded some important implications. The analysis indicated that occupational attainments was more closely related to socio-economic background variables of the parental families than occupational aspirations of these youth related to the same socio-economic background variables. Previous research has indicated that aspirations of youth are generally much higher than is logically possible to achieve, and therefore lower levels of occupations are attained. The ability of an individual to move up the social status scale, even in an open class society as the United States, is apparently difficult in that occupational attainment is closely related to the youths' backgrounds.

Analysis revealed that educational aspirations, socio-economic background, sex, and the mothers' and fathers' educational attainments were related to educational attainment. As with occupational attainment, the 1948 residential background yielded no relationship to educational attainment. These data again indicate the importance of one's background situation in attainment of educational goals beyond high school.

There were limitations in this study. The results seem to indicate that the residential background of the respondents is not a discriminating variable. The variable was dichotomized into farm and nonfarm residence categories, but with the lack of an urban sample, concrete evidence of the affect of residence is limited.

The longitudinal nature of this study, though it has numerous advantages, also has its limitations. With the dynamic nature of the occupational and educational structure of the nation, the form of the decision-making process could have changed so drastically that inferences to those preparing to enter occupations should be made with caution. This does not mean that longitudinal studies should not be completed, because as results of this and other longitudinal studies have indicated, aspirations apparently play a role in influencing the levels of migration, educational and occupational attainments in youth.

V. CONCLUSIONS

The migration patterns of the sample under discussion conform to data from previous research. The longitudinal data indicates the general trend of increasing numbers of persons migrating from their home communities after graduation. The greatest number of people migrated one year after high school graduation. There was though, considerable migration out of and back to the home communities.

When youth have made a decision concerning their migration goal, an extremely large proportion of these youth achieve their goal, especially if they planned to migrate from their home communities. Of those who were undecided concerning migration, it is difficult to determine whether or not they would migrate.

Greater proportions of females than males migrated from their home communities, but for females the residential background did not affect migration performance. Farm males were much more likely to remain at home than nonfarm males because of the farming opportunities available.

Those who migrated from their home communities were more likely to have frequently discussed their future plans with their parents, and had aspirations to continue their education beyond high school. The socio-economic background was not related to migration performance.

Correlational analysis of two dependent variables, occupational aspirations and occupational attainments, with a series of independent variables indicated limited relationships with aspirations but more significant relationships with attainments. Of the background variables only mothers' educational background and educational aspirations yielded significant results with occupational aspirations.

The correlational analysis between occupational attainments and the independent variables yielded significant correlations with educational aspirations, occupational aspirations, fathers' and mothers' educational background, and socio-economic background of the respondents. These data indicate the importance of one's environmental background in determining the occupation attained and the lack of importance of the environmental background in influencing aspirations.

These data have important implications as to the role researchers should place on occupational aspirations to determine occupation attainments. This relationship does not appear to have a strong influence; for the male, 39 percent attained the occupation desired, but only 17 percent of the females attained their aspired occupational goal.

The data analyzed in this report offer little encouragement to communities who would like their educated youth to return to the rural communities. Extremely small proportions of the youth who attained additional education beyond high school returned to their home communities. There was a strong relationship between educational aspirations and the attainment of a college degree. Thus, those who aspired additional education were almost sure to

reside outside their home communities. Those with the least amount of education were more likely to remain in their home communities and farm or be employed in blue-collar occupations.

The relationship between migration expectations and performances and between educational aspirations and attainments were much stronger than between occupational aspirations and attainments. Though occupational aspirations do influence attainments for males, little relationship exists for females. With better measurements of occupational aspirations and attainments, stronger relationships may be found, and especially for females who may return to work after their families have matured.

VI. SUMMARY

This project was undertaken in order to obtain a better understanding of the influence that aspirations of high school youth have on attainments in adult life. The research focused on three major aspects of the career decision-making process: 1) migrating from the home community, 2) obtaining additional education beyond high school, and 3) choosing an occupation.

In 1948, 157 graduating high school seniors from nine rural high schools in the north central grain region of Iowa were personally interviewed concerning their background characteristics, migration expectations from their home communities, and their occupational and educational aspirations. In 1956, 152 of the initial respondents were again personally interviewed to determine personal characteristics, migration performance, the occupations attained and the amount of education achieved to that time. Again in 1967, 143 of the original sample were interviewed by mailed questionnaire concerning personal characteristics, migration performance, educational and occupational attainments and perceptions of the new Iowa Area Vocational-Technical School program.

The major objectives of the study were to determine the relationships between migration, occupational and educational aspirations of high school seniors and their attainments in adult life; to determine the differences in career patterns between males and females, farm and nonfarm residential backgrounds; and to determine the relationships between the social and personal characteristics of young adults and their migration performance, occupational attainments and educational achievements.

The data were used to compute chi-square and correlations tests. A number of significant differences were found in the data collected from 1) those who migrated from their home communities and those who did not leave their home communities, 2) those who aspired to continue their education and those

with no educational aspirations, 3) those who attained additional education after high school and those who did not attain any additional education, and 4) those who attained high status occupations and those who attained lower status occupations.

The findings substantiate the following generalizations grouped according to that aspect of the career decision-making process which they help explain. The aspirations data was expressed in 1948 by the respondents, and the attainments data were gathered in 1967.

A. Migration - Leaving the Home Communities

1. Compared with males, greater proportions of females expected to migrate from their home communities.

2. Greater proportions of males than females were undecided concerning their migration expectations.

3. A greater proportion of females than males had migrated from their home communities 19 years after graduation.

4. Propensity to migrate was essentially the same for farm and nonfarm females.

5. Propensity to migrate was greater for nonfarm males than for farm males.

6. Propensity to migrate was not related to socio-economic background of the youth.

7. A greater proportion of the youth who discussed their future plans with their parents left their home communities than those who infrequently discussed their future plans.

8. Those who aspired to continue their education beyond high school were more likely to migrate than those with no intentions to continue their education.

9. Males who migrated from their home community were more likely to be employed in white-collar occupations than in farming or other blue-collar occupations.

10. Compared with males, females migrated at a faster rate after graduation.

11. Compared with females, greater proportions of males resided on farms 19 years after high school graduation.

B. Occupational Aspirations and Attainments

1. Significant relationships were found between occupational aspirations of the youth and mothers' educational background, educational aspirations and educational attainments.

2. No significant relationships were found between occupational aspirations of the youth and residential background, socio-economic background, fathers' educational background, fathers' 1948 occupation, and the frequency of discussion of future plans with parents.

3. Significant relationships were found between the occupations attained by the young adults and their socio-economic background, fathers' education, mothers' education, migration performance, occupational aspirations, educational aspirations and educational attainments.

4. No significant relationships were found between occupational attainments and residential background, fathers' 1948 occupations, and frequency of discussion of future plans with parents.

5. Single variable relationships (r) provided relatively small amounts of the explained variance (r^2).

6. Compared with females, greater proportions of males attained the occupations they had aspired to at the time they were seniors in high school.

7. Parents' occupational aspirations for their children were related to the parents' educational background and the migration performance of the parents.

8. Parents' occupational aspirations for their children were not related to the sex of the respondent, residential background of the parents and occupational attainments of the parents.

C. Post High School Education

1. Propensity to obtain additional education beyond high school was essentially the same for males and females.

2. Propensity to obtain additional education beyond high school was essentially for farm and nonfarm youth.

3. Youth with higher socio-economic backgrounds were more likely to aspire to and attain additional education beyond high school than those with lower socio-economic backgrounds.

4. Youth whose parents had higher educational attainments were more likely to aspire to and attain additional education beyond high school than those whose parents had lower educational attainments.

5. Youth who frequently discussed their future plans with parents were more likely to aspire to additional education beyond high school than those who infrequently discussed their future plans, but no relationship was found between educational attainment and frequency of discussion with parents.

6. As compared to males, greater proportions of females attained additional education beyond high school.

7. Of those who received college degrees, greater proportions of the youth aspired to continue their education than had no intentions or were undecided concerning additional education.

8. Greater proportions of those who had additional education beyond high school resided outside their home communities than resided within their home communities.

D. Iowa Area Vocational Schools

1. Most Iowa respondents were aware of the Iowa Area Vocational Program.

2. Iowa respondents became aware of the Iowa Area Vocational Program through mass media.

3. The majority of the Iowa respondents were favorable toward the Vocational Programs.

4. The majority of the Iowa respondents were not familiar with the specific courses available to adults.

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